

Applications are invited from suitably qualified candidates for the following position

Assistant Professor in Human Resource Management (HRM)/Organisational Behaviour (OB)
DCU Business School
Permanent Position

Dublin City University

Dublin City University is a leading innovative European University with a mission to ‘transform lives and societies’. DCU ranks as one of the world’s Top 350 Universities, *Times Higher Education*, and is proud to be Ireland’s No. 1 Young University. The University is known for the ‘transformative student experience’ it offers, and is also recognised for its impact in addressing global challenges in collaboration with national and international stakeholders.

Overview of the department

DCU Business School is a young, vibrant, industry-focused, research-intensive business school that holds the prestigious triple-accreditation (EQUIS, AACSB, AMBA) and the Small Business Charter (CABS). The School’s success is underpinned by our core strengths:

- Degree programmes that develop ‘work-ready’ graduates for the global marketplace.
- Internationally recognised faculty whose research has strong academic and industry impact.
- Extensive collaborations with the local and internationally oriented business eco-system.
- A collegial culture, with faculty and staff (17 nationalities) who are committed to supporting our students and stakeholders.

The School has over 4,100 students representing 81 nationalities across bachelors, masters and research programmes. Our students experience an applied and internationally oriented education, and we are committed to further developing Challenge Based Learning across our programmes. Our Executive Education unit offers bespoke education and training to industry partners. The School recently launched the DCU Institute for Business and Society, to further develop our international reputation for engaged research on trustworthy, innovative, and sustainable practices in business and society. This includes dedicated research groups such as OBAIR exploring decent work and sustainable employment and trustLAB focused on developing a multidisciplinary understanding of trust processes that supports positive work relationships across a variety of contexts.

Further information concerning DCU Business School is provided in the Information Pack for Candidates available [here](#).

Role Profile

The successful individual will be a member of the Work, Psychology and Strategy Group in DCU Business School. They will conduct high quality research and teaching in Human Resource

Management (HRM)/Organisational Behaviour (OB) and will also participate in the School's external engagement activities. Further, the successful individual is expected to contribute to programme management, research supervision and the service activities of the School and University.

Duties and Responsibilities

The duties and responsibilities of the position include, but are not restricted to, the following:

Teaching and Learning

To contribute to the teaching and learning activity of DCU Business School by:

- Delivering modules in a manner consistent with the highest academic standards.
- Using a wide range of teaching and assessment methodologies which foster a deep approach to learning and equip students with the skills and attributes needed to be lifelong learners.
- Working proactively to enhance and enrich existing modules and programmes.
- Contributing to the design and development of new modules and programmes.
- Contributing to the teaching activities of the School's Centre for Executive and International Education.
- Providing research supervision for taught postgraduate students.

Research and Scholarship

To contribute to the research activity of DCU Business School by:

- Publishing new ideas and findings in high impact international journals.
- Achieving measurable research impact.
- Translating academic research into insights for the world of practice.
- Contributing to research dissemination activities such as conferences, seminars, journal editorial roles etc.
- Seeking funds to bolster research initiatives.
- Supervising postgraduate research students.
- Contributing to the research culture and environment in the School and, where appropriate, working collaboratively on research initiatives.

Service and Contribution to the University and Society

To contribute to the management and administration of the School by:

- Delivering allocated management and service roles to a high standard.
- Proactive engagement in accreditation-related activities.
- Contributing proactively to relevant School and University committees, working groups and meetings.
- Contributing to the running of DCU Business School's activities through participation in, for example, promotional events and INTRA (work placement) visits.
- To enhance the reputation and impact of DCU Business School through engagement in external academic, business, professional, public sector and community activities (approved by the Executive Dean, where appropriate).

Qualifications and Experience

Essential:

- A PhD (or near completion of a PhD) in Human Resource Management (HRM)/Organisational Behaviour (OB) and a strong academic record.
- A track record of appropriate teaching experience, with a commitment to the highest quality of teaching and learning in the area of Human Resource Management (HRM)/Organisational Behaviour (OB) or a closely related field.
- A well-defined research plan with evidence of published work and/or strong potential for publishing in high-impact international journals.
- Ability to develop and maintain international networks and collaborations within the academic and professional communities.
- Excellent interpersonal and communication skills, with the ability to interact effectively with students, colleagues, and external stakeholders.
- Evidence of a collegial and collaborative approach to teaching, research, and service.
- Strong evidence of successful teamwork and a collegial approach, with a willingness to contribute to the development and success of the School.
- A demonstrated ability or potential to contribute to the further development of the School's national and international reputation in teaching, research and industry engagement.

Desirable:

- Relevant industry experience would be advantageous.
- Membership/engagement with relevant professional bodies (e.g. CIPD, SHRM, PSI).
- A professional or teaching qualification, where appropriate, is welcomed.
- An established network of contacts in professional or industry organisations that could benefit the School's engagement with external stakeholders and would enhance teaching and research initiatives.
- Familiarity with innovative teaching technologies and methodologies that can enhance student learning outcomes.
- Experience in making research funding applications (or the capability to do so in the future) to national or international grant agencies, industry partnerships, or other external sources.
- Interest in digital work and new work arrangements, sustainable employment, employment relations, people analytics, learning and development, careers and/or cross-cultural management.

Essential Training

The postholder will be required to undertake the following essential compliance training:

- Orientation
- Health & Safety
- Data Protection (GDPR)
- Cyber Security Awareness
- AI Literacy

Other training may need to be undertaken when required.

Salary Scale:

Assistant Professor - €64,583 - €103,501

Appointment will be commensurate with qualifications and experience and in line with current Government pay policy

Closing date: Friday, 10th April 2026

Remote Working Policy

DCU operates a Remote Working Policy. Employees may be approved for up to 2 days of remote working per week (or an appropriate pro-rata amount for those part time). Any remote working arrangement will be reflective of the predominant on-campus working environment and the core University value of 'Student Focused'.

Employees will be based on campus for the majority of their working week to ensure a sustained on campus engagement and experience. The terms of the [remote working policy](#) will apply.

For more information on DCU and our benefits, please visit [Why work at DCU?](#)

Informal Enquiries in relation to this role should be directed to:

Professor Brian Harney, Head of School Work, Psychology and Strategy, Dublin City University Business School, Dublin City University.

Email: brian.harney@dcu.ie

Please do not send applications to this email address, instead apply as described below.

Application Procedure:

Please submit your application through the online system at www.dcu.ie/people/jobs, in order to be considered for the role to which you are applying for, you must upload:

- 1) Curriculum Vitae
- 2) Cover Letter
- 3) Completed application form (blank forms can be downloaded from the bottom of the Vacancy).

Please note, if all items are not uploaded, the application will be deemed incomplete, and will not be processed.

Dublin City University is an equal opportunities employer.

In line with the Employment Equality Acts 1998 – 2015, the University is committed to equality of treatment for all those who engage with its recruitment, selection and appointment processes.

The University's Athena Swan Silver Award signifies the University's commitment to promoting gender equality and addressing any gender pay gaps. Information on a range of university policies aimed at creating a supportive and flexible work environment are available in the [DCU Policy Starter Packs](#)

